Side Letter Agreement

BETWEEN

THE CITY OF SAN JOSE

and

SAN JOSE POLICE OFFICERS' ASSOCIATION

LEAVE BALANCE PAYOUTS

For the Police Officers who are laid off on July 1, 2011, their leave balance payouts will be based on their pay rate as of June 25, 2011. This is the pay rate prior to the effective date of the 10% base pay reduction.

This agreement is part of the tentative agreement signed on June 3, 2011. This agreement is still considered tentative and shall not be considered final or binding unless and until the entire tentative agreement is ratified by the membership and approved by the City Council.

FOR THE CITY:

Director of Employee Relations

FOR THE UNION:

George Beattle

Date

President, San Jose Police Officers' Association